

**SHERMAN B. KELLAR, ESQ.FMCS -3201**

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**Present Occupation:** Arbitrator and Mediator - Neutral Practitioner

**First Business Address:**

1517 S.W. 66<sup>th</sup> Avenue  
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**Second Business Address:**

1631 Ottawa Dr.  
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Telephone:  
FAX:

**PROFESSIONAL AFFILIATIONS:**

National Mediation Board  
Industrial Research Relations Assn.

Oregon State Bar  
Colorado State Bar

**EDUCATION**

JD	Law	University of Colorado, 1959
BA	Economics/History	Stanford University, 1956

**CERTIFICATIONS:**

There is no certification process for arbitrators or mediators in Oregon

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1991 to Present:** Arbitrator and Mediator: Arbitrate labor, employment, commercial, construction and securities cases. Mediate discrimination, harassment and commercial cases. FMCS, AAA and State Panels as listed. FLRA/FMCS Fed Sec Symposium. Created and taught course in Alternative Dispute Resolution as Adjunct Professor at Oregon State University. Guest Lecturer Labor Management curriculum University of Portland. Instructor in mediation techniques Institute for Conflict Management Inc. **From 1987 to 1991:** President of manufacturing company, negotiated and established distributorships in US, Canada, South America and Europe. Company was sold to Dutch firm in 1991. **From 1964 to 1986:** Private practice of law with primary emphasis on labor, commercial law and securities law, extensive litigation involved. **From 1962 to 1964:** Labor Relations Counsel for Timbers Operators Council. Participated in contract negotiations and labor relations involving more than 200 wood products firms in the Northwest. **From 1960 to 1962:** NLRB trial and supervisory attorney in Denver, Colorado regional office.

**INDUSTRIES:**

Aerospace; Agriculture; Aluminum, Bakery; Beverage; Building Products; Canning; Cement; Chemicals; Coal; Communications; Construction; Distillery; Education; Electronics; Food (manu./proc./service); Foundry; Furniture; Grain Mill; Health Care; Hospital/Nursing Home; Lumber; Machinery; Maritime; Mining; Office Workers/Clerical; Packaging; Petroleum/Petrochemicals; Plumbing; Police and Fire; Printing and Publishing; Prison Guard; Pulp and Paper; Real Estate; Restaurants; Retail Stores; Rubber/Tire; Steel; Transportation; Trucking and Storage; Utilities; Warehousing.

**ISSUES:**

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty/Personal); Demotion; Discipline (Non-Discharge); Discipline (Discharge); Age Discrimination; Disability Discrimination; Sex Discrimination; Drug/Alcohol Offenses; Bonus; Holidays; Leave; Vacation; Grievance Mediation; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; Layoffs/Bumping/Recall; Management Rights; Official Time; Past Practices; Pension and Welfare Plans; Pension Claim (Fed. Statute); Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes, Lockouts, Work Stoppages, Slowdowns; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Cost-of-Living Pay; Holiday Pay; Incentive Pay; Job Classification & Rates; Merit Pay; Overtime Pay; Severance Pay; Vacation Pay; Work Hrs/Schedules/Assignments; Working Conditions/Work Orders; Violence or Threats.

**PERMANENT PANELS:****ARBITRATION ROSTERS:**

National Mediation Board  
NASD

State Panels in OR, MT, AK, NV, WA  
NAFTA Board

**PUBLISHED CASES:**

All Oregon cases are published.

**SIGNIFICANT PUBLICATIONS:****FEES:**

**PER DIEM FEE:** \$ 1,000      **DOCKETING FEE:** None      **CANCELLATION FEE:** See below

**Grievance Arbitration:** The fee is \$1,000 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to six hours.

**Cancellation Policy:** One day per diem charged per day of scheduled hearing, if less than five (5) working days notice. If more than five (5) working days notice, one half per diem charged per scheduled day of hearing. **Postponement:** No charge if new date certain is scheduled at the time of postponement. If case is postponed and then canceled, one day per diem charged for each scheduled hearing day.

**Interest Arbitration, Fact-finding and Labor Mediation:** Arbitrator charges \$ 1,200 per day (for up to 8 hours). Time for research and preparation is prorated at \$ 200.00 per hour.

**Travel Time:** Arbitrator charges per diem fee for any portion of a travel day up to eight hours. Fee is prorated for travel time over eight hours for one day. Travel charges are from the nearest business address.

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges actual expenses for copying, phone and clerical assistance.